

Nov 76

MEMORANDUM FOR: Director of Logistics
Director, Geographic and Cartographic Research
Director, National Photographic Interpretation Center

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Pay Administration for Government Printing System
Employees within CIA

1. As a result of the PMCD survey of Printing and Photography Division, and after consultation with Agency components presently utilizing the Government Printing Wage Schedule, several revisions to the current guidance in the administration of GP employees throughout CIA are necessary to properly recognize differences in the application of printing trades skills within the Agency. These revisions result primarily from an on-site comparability review at the U.S. Government Printing Office which confirmed that strict compliance with GPO lead practices is no longer feasible in relation to Agency manpower utilization requirements. The attached "Pay Administration for Government Printing System Employees within CIA" provides guidance to components for a consistent and standardized approach to the administration of GP employees.

2. It is my understanding that all components currently utilizing GP pay system employees have reviewed and endorsed the attached system for their use. This memorandum, therefore, constitutes Office of Personnel approval to implement the provisions of the attachment pending the future issuance of Agency Regulations on this subject.

F. W. M. Janney

Attachment

Distribution:

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AT OP/PMCD/PSB/ (17 November 1976)

1. Background:

By agreement between the DCI and the Public Printer and approved by the Joint Congressional Committee on Printing, the [] GPO Plant was transferred to the CIA in 1957. Employees working in the plant at the time of the transfer were given the option of remaining in the plant as CIA employees or returning to the GPO if they had been assigned to this plant from the central GPO office. Employees who elected to remain in the plant were guaranteed that they would not lose benefits as a result of their transfer to the CIA. As a result, the Government Printing (GP) System has been used to determine rates of pay for printers in Printing and Photography Division.

The 1976 PMCD survey of Printing and Photography Division surfaced sufficient differences in work processes and job content between the GPO and P&PD printers to warrant an extensive updating and revision of the GP System as it applies to Agency GP positions. The following constitutes procedures and methods for administration of the revised GP System.

2. Action Required:

In implementing the revision of the GP pay system, all GP position titles in use within the schedule are to be abolished and newly created position titles are to be established at the maximum pay and staffing levels. Non-supervisory employees will be paid based upon their established level of performance as determined by the office concerned. In cases where job comparability has been found at the GPO, equivalent rates of pay in the GP system would be maintained. Only deviations from established GPO standards or work methods would constitute justification for establishment of new titles and rates of pay for CIA GP system positions.

3. Recognized Trades and Trade Specialties:

The following are "Recognized Trades and Trade Specialties" which apply to GP system positions. These trades and trade specialties are the basis for computation of uprated combination positions.

<u>TRADE</u>	<u>TRADE SPECIALTIES</u>
Compositor	<ul style="list-style-type: none">- Hand composition and related equipment operation- Set up and operation of photo-imaging devices- Proofreading (paired, silent, and revision)- Keyboard operation- Photo-composition assembly and makeup- Full maintenance of a piece of major equipment- Copy preparation and markup

TRADE

TRADE SPECIALTIES

Offset Photographer

- No specialties

Offset Stripper

- Offset Stripping
- Offset Platemaking

Pressman

- Offset Press operation
- Letter Press operation

Bookbinder

- No specialties

Mechanic Machinist

- Journeyman level mechanic Machinist duties
- Fully qualified Electronic Mechanic

Requests for designation of additional trades or trade specialties to be used in computing uprates must be forwarded in writing to Position Management and Compensation Division. Such requests will be evaluated based upon application of new equipment, work processes, or unforeseen combinations of existing trades and trade specialties.

4. Definitions:

The following definitions of qualifications for journeyman and uprated non-supervisory positions apply to all GP Pay System trades. Uprated positions will continue to be computed on the basis of the formula applicable for GPO uprate computations. Non-supervisory uprates would normally be established at either 103% or 107% of journeyman wage for the applicable trade. Positions established at the 107% level are titled with "Lead" preceeding the applicable trade, i.e., Lead Compositor, Lead Pressman, etc. Positions established at the 103% level are titled with "General" preceeding the applicable trade, i.e., General Compositor, General Pressman, etc.

Primary Trade

Trade in which an employee is currently certified at the journeyman level.

Secondary Trade

Trade in which an employee, while performing a preponderance of time in the primary trade, attained full journeyman level proficiency through informal training. This proficiency must be certified by both the Secondary Trade supervisor and the office concerned.

Journeyman - 100%

Performance at the full journeyman level in any single recognized trade or trade specialty as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher, at least 80% of the time.

General - 103%

- A. Performance of two recognized trades or trade specialties, each performed at the full journeyman level as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher, at least 20% of the time.
- B. Performance of a single recognized trade or trade specialty which significantly exceeds the journeyman level of performance by peers or applicable industry standards, whichever is higher, if performed virtually full time.

Lead - 107%

- A. Performance of three recognized trades or trade specialties, each performed at the full journeyman level as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher, at least 20% of the time.
- B. Performance of a single recognized trade or trade specialty which significantly exceeds the journeyman level of performance by peers or applicable industry standards, whichever is higher, at least 50% of the time.

and

performance of a second recognized trade or trade specialty at the full journeyman level as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher, at least 20% of the time.

5. Specific Combination Upgraded Positions:

In addition to the combinations cited in paragraph 4 above, the following specific combinations have been approved for consideration of personnel for promotion to upgraded positions. These combinations are unique to specified trade, as dictated by the work situation. Combinations cited at the 103% level may be performed in addition to a second trade or trade specialty in which case the employee could qualify for a 107% uprate.

Compositor - No specific combination uprates cited.

Offset Photographer - No specific combination uprates cited.

Offset Stripper - 103% uprate for performance as an Offset Stripper (Platemaker) at the full journeyman level as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher,
and
technical supervision of other Offset Stripper (Platemakers).

Pressman

- 103% uprate for four color process printing on a single color press when performed at least 20% of the time.
- 103% uprate for multiple color printing on a two color press when performed at least 20% of the time.

Bookbinder

- 107% uprate for performance in any three areas listed below when performed at least 20% of the time each:
 - A. Journeyman Bookbinder
 - B. Bookbinder Preservationist
 - C. Full maintenance of a piece of major equipment
 - D. Any other Journeyman trade or trade specialty
- 103% uprate for full maintenance of a piece of major equipment in addition to performance as a Bookbinder at the journeyman level as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher.

Mechanic Machinist

- No specific combination uprates cited.

Bindery Assistant

- The Bindery Assistant title does not reflect a recognized printing trade because it does not require a four year apprenticeship to attain "journeyman" level. The following combinations do constitute justification for uprating of Bindery Assistants.
- 103% uprate for performance as a Bindery Assistant at the full journeyman level as determined by established journeyman level performance by peers or applicable industry standards, whichever is higher, and performance of one of the below listed Bookbinder duties at the journeyman level when performed at least 20% of the time:
 - A. Set up and operation of power paper cutters
 - B. Set up and operation of various folding machines
 - C. Set up and operation of perfect binding machines
 - D. Set up and operation of signature gathering machines; single sheet collating machines, paper drills, laminating machines, and booktaping machines.
- 103% uprate for performance as a Bindery Assistant which significantly exceeds the journeyman level of performance by peers or applicable industry standards, whichever is higher, if performed virtually full time.

6. Mandatory Upated Positions:

The following specialty functions are based on direct comparability with equivalent positions at the GPO. These positions require mandatory uprates when the described work is being performed as described in this paper.

Offset Photographer - 107% uprate for process color separation when performed at least 20% of the time.

Offset Stripper - 107% uprate for Litho Artist color work when performed at least 20% of the time.

Pressman - 107% uprate for four color process printing on a 2 color press when performed at least 20% of the time.

Bookbinder - 103% uprate for performance of Bookbinder preservationist duties when performed at least 20% of the time.

Mechanic Machinist - No mandatory uprates cited.

Bindery Assistant - No mandatory uprates cited.

7. Supervisory Positions:

Supervisory rates of pay are based upon the highest paying trade supervised. It is not necessary that the supervisor be technically qualified in that trade in order to receive remuneration based upon the highest paying trade supervised. Supervisory positions are established at uprates of 130%, 120% and 110%.

- A. 130% uprate positions are titled Foreman and constitute supervision of an entire branch.
- B. 120% uprate positions are titled Assistant Foreman and are established as justified by supervisory responsibilities relative to workload and work schedule, such as supervision of a shift at the branch level or serving in the capacity of deputy branch chief.
- C. 110% uprate positions are titled Group Chief and constitute supervision of a unit or section within a branch. Group Chiefs are typically working supervisors.

8. Mix of Positions:

The authorized mix of uprated and journeyman level positions is determined by analysis of workload requirements and are not established relative to the capabilities of employees.

9. Employee Titles and Promotions:

Reassignment to journeyman, uprate, and supervisory positions within the GP pay system shall be considered a promotion. Employees may be assigned to non-supervisory positions which are higher graded than their own pay level without being promoted to that level. The positions on the Staffing Complement represent optimum staffing levels and it is anticipated that the operating mix of employees will be less than the authorized position levels.

Employees may be required to perform higher level work (recognized uprated work) without receiving additional remuneration under the following conditions:

- A. If all authorized uprated positions are currently encumbered by employees performing the uprated work at appropriate performance levels,
- B. If the employee is in training for an uprated position,
- C. If the employee is performing the work on a temporary basis, such as filling in for other employees on leave,
- D. If the employee's level of performance is not sufficient to warrant promotion to the uprated level, or
- E. If the workload requirements are not sufficient for assignment of employee the required % of time to warrant promotion to the uprated level.

Employee titles and corresponding rates of pay will be determined based upon the trade in which the employee is currently certified a journeyman. If an employee is working a predominant proportion of his time in a secondary trade his uprate will be based upon the secondary trade if the basic rate of pay for that trade is higher than the basic rate of pay for his primary trade.

The responsible office must ensure that the performance of specific trades and trades specialties, which were the basis for awarding a combination uprate position, is continued by the incumbent or that corrective action is taken.

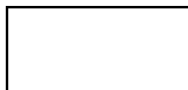
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 GOVERNMENT PRINTING WAGE SCHEDULE
 REVISED SCHEDULE

Sept 76(?)

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPA	01	Bookbinder Apprent	5.12	5.58	6.51	7.44	8.37	GPA-01
	05	Bookbinder	9.30					GPA-02
	10	General Bookbinder	10.06					GPA-04
	15	Lead Bookbinder	10.45					
	20	Bookbinder Group Ch	10.75					
	25	Bookbinder Asst Fore	11.72					
	26	Bookbinder Sup	10.26					GPA-03
	27	Bookbinder Plan Sup	10.75					GPA-05
	28	Bindery Sup-Night	11.72					GPA-06
	29	Bindery Sup-Day	11.72					GPA-07

AT

11 July 77 - Per



- new GP wage scales

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REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPB	01	Compositor Apprent	5.64	6.15	7.18	8.20	9.23	GPB-01
	05	Compositor	10.25					GPB-02
	10	General Compositor	11.08					
	15	Lead Compositor	11.51					
	20	Compositor Group Ch	11.84					
	25	Compositor Asst Fore	12.91					
	55	Compositor Sup	11.30					GPB-03
	56	Compositor Prover	11.08					GPB-04
	57	Compos Scheduler Sup	13.06					GPB-05
	58	Compos Sup-Night	14.24					GPB-06
	59	Linotype Oper Appren	5.64	6.15	7.18	8.20	9.23	GPB-10
	60	Linotype Operator	10.25					GPB-11
	61	Linotype Oper Sup	11.30					GPB-12
	62	Linotype Oper-Pickup	11.08					GPB-13
	63	Mono Key Oper Appren	5.64	6.15	7.18	8.20	9.23	GPB-30
	64	Monotype Key Oper	10.25					GPB-31
	65	Mono Key Oper Repmn	11.08					GPB-32
	66	Mono Key Oper Sup	11.30					GPB-33
	67	Monotype Planner Sup	11.84					GPB-34

GOVERNMENT PRINTING OFFICE: 1964 O - 300030
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 REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPB	68	Prtr Proof Appren	5.64	6.15	7.18	8.20	9.23	GPB-40
	69	Printer Proofreader	10.25					GPB-41
	70	Prtr Proof-Computer	11.08					GPB-42
	71	Prtr Proof-Comp Sup	12.21					GPB-43
	72	Proof Cmptr Plan Sup	12.79					GPB-44
	73	Teletype Oper Appren	5.64	6.15	7.18	8.20	9.23	GPB-50
	74	Teletypesetter Oper	10.25					GPB-51
	75	Elect Compositor	11.30					GPB-52
	76	Elect Compositor Sup	12.46					GPB-53
	77	Elect Comp-Plan Sup	13.06					GPB-54

GOVERNMENT PRINTING WAGE SCHEDULE
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 REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPC	01	Pressman Apprentice	5.34	5.83	6.80	7.77	8.74	GPC-10
	05	Pressman	9.71					GPC-11
	10	General Pressman	10.51					
	15	Lead Pressman	10.91					
	20	Pressman Group Chief	11.22					
	25	Pressman Asst Fore	12.24					
	26	Letter Press Appren	5.01	5.46	6.37	7.28	8.19	GPC-01
	27	Letter Pressman	9.10					GPC-02
	28	Letter Pres Spec	10.04					GPC-03
	29	Off Press Col Prov	10.51					GPC-12
	30	Offset Pressman Sup	10.71					GPC-13
	31	Pressroom Sup-Day	12.24					GPC-14
	32	Pressroom Sup-Night	12.24					GPC-15
	33	Off Pressman 2 Color	10.91					GPC-16
	34	Off Press-2 Col Sup	11.42					GPC-17
	35	Press-Plate Sup-Nite	13.36					GPC-18
	36	Press-Plate Sup-Day	13.36					GPC-19

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REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPD	01	Offset Strip Apprent	5.83	6.36	7.42	8.48	9.54	GPD-01
	05	Offset Stripper	10.60					GPD-02
	10	General Offset Strip	11.46					
	15	Lead Offset Stripper	11.91					
	20	Offset Strip Grp Ch	12.24					
	25	Offset Strip Ast For	13.36					
	26	Offset Strip-Color	11.46					GPD-03
	27	Offset Stripper Sup	11.69					GPD-04
	28	Off Strip-Comp Asst	10.25					GPD-05
	29	Offset Stripper-Comp	10.60					GPD-06
	30	Off Strip-Comp Sup	11.69					GPD-07
	31	Off Strip-Plan Sup	12.24					GPD-08
	32	Litho Artist-Color	11.91					GPD-09
	33	Night Fore-Off Strip	13.68					GPD-10
	34	Off Strip Cmp-Pln Sup	12.24					GPD-11
	35	Night Foreman-Strip	13.36					GPD-12
	36	Pltmkr-Strip Appren	5.83	6.36	7.42	8.48	9.54	GPD-15
	37	Platemaker-Stripper	10.60					GPD-16
	38	Platemaker-Strip Sup	11.69					GPD-17
	39	Pltmkr-Strip-Pln-Sup	12.24					GPD-18

GOVERNMENT PRINTING OFFICE: 1962 O - 300080
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 REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPE	01	Offset Photo Apprent	5.97	6.52	7.60	8.69	9.77	GPE-01
	05	Offset Photographer	10.86					GPE-02
	10	General Offset Photo	11.74					
	15	Lead Offset Photo	12.20					
	20	Offset Photo Grp Ch	12.54					
	25	Offset Photo Ast For	13.68					
	26	Offset Photo Sup	11.97					GPE-03
	27	Offset Photo-Color	11.74					GPE-04
	28	Off Photo-Color Sup	12.31					GPE-05
	29	Off Photo Plan Sup	12.54					GPE-06
	30	Off Photo-Proc Spec	12.20					GPE-07
	31	Off Photo-Pro Sp Sup	12.77					GPE-08
	32	Offset Photo-Spec	11.74					GPE-09
	33	Offset Photo Sup-Day	13.68					GPE-10
	34	Offset Photo-Sup-Night	13.68					GPE-11
	35	Off Pho-Stri Plan Su	12.54					GPE-12
	36	Off Pho-Col-Strip Su	12.31					GPE-13
	37	Off Photo-Strip Sup	11.97					GPE-14
38		Offset Photo Foreman	14.82					

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 GOVERNMENT PRINTING OFFICE: 1985-0-250-114
 REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPG	01	Bindery Assistant	6.22					GPG-01
	02	Bindery Assistant	6.41					GPG-02
	03	Bindery Assistant	6.60					GPG-03
	05	Bindery Assistant	6.79					GPG-04
	10	General Bindery Asst	7.34					
	11	Bindery Worker	6.22					GPG-05
	12	Bindery Worker	6.41					GPG-06
	13	Bindery Worker	6.60					GPG-07

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 GOVERNMENT PRINTING NAME SCHEDULE
 REVISED SCHEDULE

SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.	Replaces
GPJ	01	Mechanic Mach Appren	5.64	6.15	7.18	8.20	9.23	GPB-20
	05	Mechanic Machinist	10.25					GPB-21
	10	General Mech Machin	11.08					
	15	Lead Mechanic Machin	11.51					
	20	Mech Machin Group Ch	11.84					GPB-23
	25	Mech Machin Ast Fore	12.91					
	26	Electronic Mechanic	11.30					GPB-22

Sept 76 (?)

CURRENT		NEW		TITLE	1.	2.	3.	4.	5.
SCHEDULE	GRADE	SCHEDULE	GRADE						
GPA	01	GPA	01	Bookbinder Apprentice (Formerly Bookbinder)	5.12	5.58	6.51	7.44	8.37
	02		05	Bookbinder	9.30				
	03		26	Bookbinder Sup	10.26				
	04		10	Bookbinder Preserva	10.06				
	05		27	Bookbinder Plan Sup	10.75				
	06	2	28	Bindery Sup-Night	11.72				
	07		29	Bindery Sup-Day					

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Consideration chart for new GP people.

GOVERNMENT PRINTING WAGE SCHEDULE

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CURRENT	NEW				1.	2.	3.	4.	5.
SCHEDULE	GRADE	SCHEDULE	GRADE	TITLE					
GPB	01	GPB	01	Compositor Apprent	5.64	6.15	7.18	8.20	9.23
	02		05	Compositor	10.25				
	03		55	Compositor Sup	11.30				
	04		56	Composition-Prover	11.08				
	05		57	Compos Scheduler Sup	13.06				
	06		58	Compos Sup-Night	14.24				
	10		59	Linotype Oper Apprent	5.64	6.15	7.18	8.20	9.23
	11		60	Linotype Operator	10.25				
	12		61	Linotype Oper Sup	11.30				
	13		62	Linotype Oper-Pickup	11.08				
	20	GRJ	01	Mechanic Mach Appren	5.64	6.15	7.18	8.20	9.23
	21	GRJ	05	Mechanic Machinist	10.25				
	22	GRJ	26	Electronic Mechanic	11.30				
	23	GRJ	20	Mech Machin Group Ch (Formerly Senior Mechanic)	11.84				
	30	GPB	63	Mono Key Oper Appren	5.64	6.15	7.18	8.20	9.23
	31		64	Monotype Key Oper	10.25				
	32		65	Mono Key Oper Repmn	11.08				
	33		66	Mono Key Oper Sup	11.30				
	34		67	Monotype Planner Sup	11.84				

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GOVERNMENT PRINTING WAGE SCHEDULE

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CURRENT		NEW		TITLE	1.	2.	3.	4.	5.
SCHEDULE	GRADE	SCHEDULE	GRADE						
GPB	40	GPB	68	Prtr Proof Appren	5.64	6.15	7.18	8.20	9.23
	41		69	Printer Proofreader	10.25				
	42		70	Prtr Proof-Computer	11.08				
	43		71	Prtr Proof-Comp Sup	12.21				
	44		72	Proof Cmptr Plan Sup	12.79				
	50		73	Teletype Oper Appren	5.64	6.15	7.18	8.20	9.23
	51		74	Teletypesetter Oper	10.25				
	52		75	Elect Compositor	11.30				
	53		76	Elect Compositor Sup	12.46				
	54		77	Elect Comp-Plan Sup	13.06				

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GOVERNMENT PRINTING WAGE SCHEDULE

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CURRENT

NEW

SCHEDULE	GRADE	SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.
GPC	01	GPC	26	Letter Press Appren	5.01	5.46	6.37	7.28	8.19
	02		27	Letter Pressman	9.10				
	03		28	Letter Pres Spec	10.04				
	10		01	Pressman Apprentice (Formerly Offset Press Asst)	5.34	5.83	6.80	7.77	8.74
	11		05	Pressman (Formerly Offset Pressman	9.71				
	12		29	Off Press Col Prov	10.51				
	13		30	Offset Pressman Sup	10.71				
	14		31	Pressroom Sup-Day	12.24				
	15		32	Pressroom Sup-Night	12.24				
	16		33	Off Pressman 2 Color	10.91				
	17		34	Off Press-2 Col Sup	11.42				
	18		35	Press-Plate Sup-Nite	13.36				
	19		36	Press-Plate Sup-Day	13.36				

GOVERNMENT PRINTING WAGE SCHEDULE

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CURRENT		NEW		TITLE	1.	2.	3.	4.	5.
SCHEDULE	GRADE	SCHEDULE	GRADE						
GPD	01	GPD	01	Offset Strip Apprent	5.83	6.36	7.42	8.48	9.54
	02		05	(Formerly Offset Strip Helper) Offset Stripper	10.60				
	03		26	Offset Strip-Color	11.46				
	04		27	Offset Stripper Sup	11.69				
	05		28	Off Strip-Comp Asst	10.25				
	06		29	Offset Stripper-Comp	10.60				
	07		30	Off Strip-Comp Sup	11.69				
	08		31	Off Strip-Plan Sup	12.24				
	09		32	Litho Artist-Color	11.91				
	10		33	Night Fore-Off Strip	13.68				
	11		34	Off Strip Cmp-Pln Sup	12.24				
	12		35	Night Foreman-Strip	13.36				
	15		36	Pltmkr-Strip Appren	5.83	6.36	7.42	8.48	9.54
	16		37	Platemaker-Stripper	10.60				
	17		38	Platemaker-Strip Sup	11.69				
	18		39	Pltmkr-Strip-Pln-Sup	12.24				

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CURRENT

NEW

SCHEDULE	GRADE	SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.
GPE	01	GPE	01	Offset Photo Apprent	5.97	6.52	7.60	8.69	9.77
	02		05	(Formerly Offset Photo Asst) Offset Photographer	10.86				
	03		26	Offset Photo Sup	11.97				
	04		27	Offset Photo-Color	11.74				
	05		28	Off Photo-Color Sup	12.31				
	06		29	Off Photo Plan Sup	12.54				
	07		30	Off Photo-Proc Spec	12.20				
	08		31	Off Photo-Pro Sp Sup	12.77				
	09		32	Offset Photo-Spec	11.74				
	10		33	Offset Photo Sup-Day	13.68				
	11		34	Off Photo-Sup-Night	13.68				
	12		35	Off Pho-Stri Plan Su	12.54				
	13		36	Off Pho-Col-Strip Su	12.31				
	14		37	Off Photo-Strip Sup	11.97				

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GOVERNMENT PRINTING WAGE SCHEDULE

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CURRENT		NEW							
SCHEDULE	GRADE	SCHEDULE	GRADE	TITLE	1.	2.	3.	4.	5.
GPG	01	GPG	01	Bindery Assistant	6.22				
	02		02	Bindery Assistant	6.41				
	03		03	Bindery Assistant	6.60				
	04		05	Bindery Assistant	6.79				
	05		11	Bindery Worker	6.22				
	06		12	Bindery Worker	6.41				
	07		13	Bindery Worker	6.60				

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